

# STATUS OF THE PROFESSION

ACTION INTO EQUITY – BLACK, INDIGENOUS, PEOPLE OF COLOR [BIPOC]  
WORKFORCE

A CONVERSATION AND OPEN DISCUSSION

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### 1. The Problem

*Systematic failure to engage BIPOC in STEM aggressively as a fundamental core philosophy of NASA SMD workforce development, which is critical to long term Institutional success.*

*Systematic failure to actionably address needs identified by astrophysics communities to confront systemic racism.*

Continuing policies that reflect long standing interests in a particular type of power held by a particular group of people, who historically have had success through NASA SMD activities that serve the Institution more than the community it seeks to serve.

NASA SMD leadership does not reflect society our communities represent

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### **2. NASA SMD Past Response to Diversity, Inclusion, and Equity**

*NASA SMD cognizant of stakeholder's workforce development issues resulting in leadership and action.*

Baltimore Charter (1993, Bibcode: 1993AAS...182.6501U) outlining equity steps necessary to increase full participation in NASA SMD funded centers, missions, and management.

Dual anonymous review (DAR) process.

NASA Fellowship requirements for Institutions requiring change of fellow status.

*Outcome : These initiatives (and others) benefited primarily white women, while underserving BIPOC communities (especially African-American men and women).*

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## 3. Current NASA SMD needs

*Intersectional awareness of the systemic problems.*

Gender relevance: White Women will still benefit, but BIPOC must now be recognized.

*Candid and explicit discussion of current barriers, recognition of embedded structural thinking, and acknowledging the lack of representative voices in leadership.*

Incorporation of BIPOC voices into the conversation.

**A FRANK CONVERSATION AND OPEN DISCUSSION REQUIRED**

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### 4. What NASA SMD mechanism and means are structurally in place

- LaunchPad PI
- FINESSE selections
- MUREP opportunities
- ROSES Instructions
- Review committee charge and merit criteria
- EPO workshops
- NASA Center engagement of BIPOC communities
- NASA mission team assemblage and management

*Why have these mechanism and means not worked?*

*Are they really the ones that should be revisited if they have not worked?*

*What fundamental changes are need to change the racist structures with these?*

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### **6. NASA SMD Actionable Outcomes**

*Diversification of leadership within management.*

*Commitments to expand funding to programs that uplift BIPOC communities.*

*Transform communications (timing, media, and representational BIPOC voices).*

*Accountability metrics and requirements for grantees to eradicate racism.*

*Acknowledgement of systemic and pervasive exclusion.*

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